

CITY OF HORSESHOE BAY

CITY COUNCIL COMPENSATION WORKSHOP

December 12, 2006

The Council of the City of Horseshoe Bay held a Public Meeting to conduct a Compensation Workshop at City Hall, located at #1 Community Drive, Horseshoe Bay, Llano County, Texas, December 12, 2006, in accordance with duly posted notice of said meeting. Mayor Bob Lambert called the meeting to order at 12:00 p.m. with a quorum of Council Members present as follows:

Robert W. Lambert, Mayor
James E. Babcock, Mayor Pro Tem
Karen Wines, Alderwoman
Richard Rantzow, Alderman
Jeff Robinson, Alderman

The posted agenda for this meeting is made a part of these minutes by attachment and the minutes are herewith recorded in the order the agenda items were considered with the agenda subject and item number shown preceding the applicable paragraph.

1. Call to Order and Establish a Quorum: Mayor Bob Lambert called the Compensation Workshop to order at 12:00 p.m. with a quorum present.
2. Convene Workshop on Compensation Policy: Mayor Lambert introduced Matthew Weatherly, President of Public Sector Personnel Consultants, noting that this is the third salary survey conducted for this entity, the first two for the MUD and this most recent survey conducted in July 2006 for the City. Mr. Weatherly stated that he just recently purchased the company which has a 35-year history of conducting salary administration. They currently represent approximately 325 entities nationwide, ranging anywhere from six to 6,000 employees, and conduct 40 to 50 surveys per year. He then conducted a presentation including an overview of the FY2007 plan update, compensation plan maintenance, and salary administration. He reported that the findings of the survey indicated that 17 employee salaries were below the minimum of the new recommended salary ranges, and nearly all of the City's employees fall below the recommended midpoint, or market rates, for their occupations. He proposed that the City 1) adjust salaries of those employees whose salary is below minimum up to minimum and 2) provide in-range adjustments based on performance to place journey-level, high performing employees closer to the market rates, per the recommended increase matrix. After some discussion, the Council recommended implementing a guideline that any proposed adjustment for employees with less than twelve months of service is an exception and will be considered on a case-by-case basis with recommendations submitted to the General Manager to secure approval of the Mayor. The Mayor noted that the guideline will be included in the proposed Compensation Policy and that the Policy contains the schedule with the new recommended salary range assignments based on the results of the salary survey and keeps the positions of Police Chief, Fire Chief and Administration Manager at the same level and the positions of Police Officers and Firefighters at the same level. Also included in the Policy is the proposed increase matrix. No action was taken.

3. Adjournment: There being no further discussion, a motion was made, seconded, and passed to adjourn the meeting at 1:55 p.m.

APPROVED this 23rd day of January, 2007.

/S/
Robert W. Lambert, Mayor

ATTEST:

/S/
Toni Vanderburg, City Secretary